

Exhibit 1

EEOC Form 161 (11/16)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: Kaitlin B. Lott
[REDACTED]From: Birmingham District Office
Ridge Park Place
1130 22nd Street
Birmingham, AL 35205☐On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

420-2016-03261

RICHARD GROOMS,
Investigator

(205) 212-2115

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

☐

The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.

☐

Your allegations did not involve a disability as defined by the Americans With Disabilities Act.

☐

The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.

☐

Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge.

☒

The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.

☐

The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.

☐

Other (briefly state)

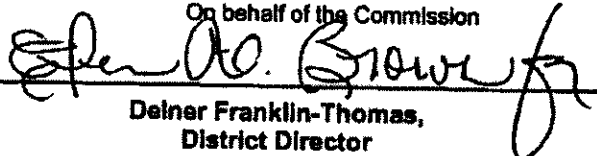
- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.

On behalf of the Commission


 Delner Franklin-Thomas,
 District Director

MAR 10 2017

Enclosures(s)

(Date Mailed)

cc:

 Champion Chevrolet
 c/o Cheryl Williams
 Human Resources Executive
 921 S. Clinton Street
 Athens, AL 35611

 Lee D. Winston, Esq.
 WINSTON COOKS, LLC
 Two-20th Street North
 Suite 1330
 Birmingham, AL 35203

CHARGE OF DISCRIMINATION		AGENCY <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	CHARGE NUMBER 420-2016-03261
This form is affected by the Privacy Act of 1974. See Privacy Act Statement before completing this form.		and EEOC	
State or local Agency, if any			
NAME (Indicate Mr., Ms., Mrs.) Kaitlin Benec Lott		HOME TELEPHONE (Include Area Code) [REDACTED]	
STREET ADDRESS [REDACTED]		CITY, STATE AND ZIP CODE [REDACTED]	
DATE OF BIRTH			
NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)			
NAME Champion Chevrolet	NUMBER OF EMPLOYEES, MEMBERS		TELEPHONE (Include Area Code)
STREET ADDRESS 921 S Clinton Street Athens, AL 35611		CITY, STATE AND ZIP CODE	
COUNTY Limestone			
NAME		TELEPHONE NUMBER (Include Area Code)	
STREET ADDRESS		CITY, STATE AND ZIP CODE	
COUNTY			
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))			DATE DISCRIMINATION TOOK PLACE EARLIEST (ADEA/FEPA)
<input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> AGE <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER (Specify)			<input type="checkbox"/> CONTINUING ACTION
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s))			
AMENDED CHARGE			
<p>I re-state the allegations of my earlier EEOC charge and amend it to include retaliation. I was subject to sexual harassment, demeaning sexual comments and unwanted touching. I saw other women in the car dealership sexually harassed and informed Mr. Donaldson that it occurred. I complained about the mistreatment of women to management. Mr. Hamm, the company owner, said to me that the issue would be handled. A short time later, I was terminated.</p> <p>On August 17, 2016, I was terminated from employment. This termination is retaliatory for my prior complaints of sexual harassment.</p> <p>There was no training about the prevention of sexual harassment or how it is to be addressed in the work place. The failure to have proper policies and training programs to prevent sexual harassment violates the Civil Rights Act of 1964 as Amended by the Civil Rights Act of 1991.</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - (When necessary for State and Local Requirements)	
I declare under penalty of perjury that the foregoing is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.	
Date 08/19/2016 Charging Party (Signature) <i>Kaitlin Lott</i>		SIGNATURE OF COMPLAINANT	
		SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, month, and year)	

